

85TH CONGRESS
1ST SESSION

S. 734

43

IN THE SENATE OF THE UNITED STATES

JANUARY 22 (legislative day, JANUARY 3), 1957

Mr. JOHNSTON of South Carolina (for himself and Mr. NEUBERGER) introduced the following bill; which was read twice and referred to the Committee on Post Office and Civil Service

Room 134 SOB

A BILL

To revise the basic compensation schedules of the Classification Act of 1949, as amended, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Reclassification Act of
4 1957".

5 SEC. 2. Title VI of the Classification Act of 1949, as
6 amended, is amended to read as follows:

7 "TITLE VI—BASIC COMPENSATION SCHEDULES

8 "SEC. 601. There is hereby established for positions
9 to which this Act applies a basic compensation schedule,
10 to be known as the 'Classification Act Schedule,' the sym-
11 bol for which shall be 'CA'.

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1 "SEC. 602. The Classification Act Schedule shall be
2 divided into fourteen grades of difficulty and responsibility
3 of work, as follows:

4 "CLASSIFICATION ACT SCHEDULE

5 "Grade CA-1 includes all classes of positions the duties
6 of which are—

7 "(a) to perform, under immediate supervision,
8 with little or no latitude for the exercise of independent
9 judgment, (1) the simplest routine work in office, busi-
10 ness, or fiscal operations, or (2) elementary work of
11 a subordinate technical character in a professional, scien-
12 tific, or technical field; or

13 "(b) (1) to perform, under immediate supervision;
14 with limited latitude for the exercise of independent
15 judgment, routine work in office, business, or fiscal oper-
16 ations, or comparable subordinate technical work of
17 limited scope in a professional, scientific, or technical
18 field, requiring some training or experience; or (2)
19 to perform other work of equal importance, difficulty,
20 and responsibility, and requiring comparable qualifica-
21 tions.

22 "Grade CA-2 includes all classes of positions the duties
23 of which are (1) to perform, under immediate or general
24 supervision, somewhat difficult and responsible work in office,
25 business, or fiscal operations, or comparable subordinate tech-

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1 nical work of limited scope in a professional, scientific, or
2 technical field, requiring in either case (A) some training
3 or experience, (B) working knowledge of a special subject
4 matter, or (C) to some extent the exercise of independent
5 judgment in accordance with well-established policies, pro-
6 cedures, and techniques; or (2) to perform other work of
7 equal importance, difficulty, and responsibility, and requiring
8 comparable qualifications.

9 "Grade CA-3 includes all classes of positions the duties
10 of which are (1) to perform, under immediate or general
11 supervision, moderately difficult and responsible work in
12 office, business, or fiscal operations, or comparable subordi-
13 nate technical work in a professional, scientific, or technical
14 field, requiring in either case (A) a moderate amount of
15 training and minor supervisory or other experience, (B)
16 good working knowledge of a special subject matter or a
17 limited field of office, laboratory, engineering, scientific, or
18 other procedure and practice, and (C) the exercise of inde-
19 pendent judgment in accordance with well-established poli-
20 cies, procedures, and techniques; or (2) to perform other
21 work of equal importance, difficulty, and responsibility, and
22 requiring comparable qualifications.

23 "Grade CA-4 includes all classes of positions the duties
24 of which are (1) to perform, under general supervision,
25 difficult and responsible work in office, business, or fiscal

1 administration, or comparable subordinate technical work
2 in a professional, scientific, or technical field, requiring in
3 either case (A) considerable training and supervisory or
4 other experience, (B) broad working knowledge of a special
5 subject matter or of office, laboratory, engineering, scien-
6 tific, or other procedure and practice, and (C) the exercise
7 of independent judgment in a limited field; (2) to perform,
8 under immediate supervision, and with little opportunity
9 for the exercise of independent judgment, simple and ele-
10 mentary work requiring professional, scientific, or technical
11 training equivalent to that represented by graduation from
12 a college or university of recognized standing but requiring
13 little or no experience; or (3) to perform other work of
14 equal importance, difficulty, and responsibility, and requiring
15 comparable qualifications.

16 "Grade CA-5 includes all classes of positions the duties
17 of which are—

18 "(a) (1) to perform, under general supervision,
19 difficult and responsible work in office, business, or fiscal
20 administration, or comparable subordinate technical work
21 in a professional, scientific, or technical field, requiring
22 in either case (A) considerable training and supervisory
23 or other experience, (B) broad working knowledge of
24 a special and complex subject matter, procedure, or
25 practice, or of the principles of the profession, art, or

1 science involved, and (C) to a considerable extent the
2 exercise of independent judgment; or (2) to perform
3 other work of equal importance, difficulty, and responsi-
4 bility, and requiring comparable qualifications; or

5 “(b) (1) to perform, under general supervision,
6 work of considerable difficulty and responsibility along
7 special technical or supervisory lines in office, business,
8 or fiscal administration, or comparable subordinate tech-
9 nical work in a professional, scientific, or technical field,
10 requiring in either case (A) considerable specialized or
11 supervisory training and experience, (B) comprehensive
12 working knowledge of a special and complex subject
13 matter, procedure, or practice, or of the principles of
14 the profession, art, or science involved, and (C) to
15 a considerable extent the exercise of independent judg-
16 ment; (2) under immediate or general supervision, to
17 perform somewhat difficult work requiring (A) pro-
18 fessional, scientific, or technical training equivalent to
19 that represented by graduation from a college or uni-
20 versity of recognized standing, (B) previous experi-
21 ence, and (C) to a limited extent, the exercise of in-
22 dependent technical judgment; or (3) to perform other
23 work of equal importance, difficulty, and responsibility,
24 and requiring comparable qualifications.

6

1 "Grade CA-6 includes all classes of positions the duties
2 of which are—

3 "(a) (1) to perform, under general supervision,
4 very difficult and responsible work along special tech-
5 nical or supervisory lines in office, business, or fiscal ad-
6 ministration, requiring (A) considerable specialized or
7 supervisory training and experience, (B) comprehensive
8 and thorough working knowledge of a specialized and
9 complex subject matter, procedure, or practice, or of the
10 principles of the profession, art, or science involved,
11 and (C) to a considerable extent the exercise of inde-
12 pendent judgment; or (2) to perform other work of
13 equal importance, difficulty, and responsibility, and re-
14 quiring comparable qualifications; or

15 "(b) (1) to perform, under general supervision,
16 very difficult and responsible work along special techni-
17 cal, supervisory, or administrative lines in office, busi-
18 ness, or fiscal administration, requiring (A) somewhat
19 extended specialized training and considerable special-
20 ized, supervisory, or administrative experience which
21 has demonstrated capacity for sound independent work,
22 (B) thorough and fundamental knowledge of a special
23 and complex subject matter, or of the profession, art, or
24 science involved, and (C) considerable latitude for the
25 exercise of independent judgment; (2) with consider-

1 able latitude for the exercise of independent judgment,
2 to perform moderately difficult and responsible work, re-
3 quiring (A) professional, scientific, or technical training
4 equivalent to that represented by graduation from a col-
5 lege or university of recognized standing, and (B) con-
6 siderable additional professional, scientific, or technical
7 training or experience which has demonstrated capacity
8 for sound independent work; or (3) to perform other
9 work of equal importance, difficulty, and responsibility,
10 and requiring comparable qualifications.

11 “Grade CA-7 includes all classes of positions the duties
12 of which are—

13 “(a) (1) to perform, under general supervision,
14 highly difficult and responsible work along special tech-
15 nical, supervisory, or administrative lines in office, busi-
16 ness, or fiscal administration, requiring (A) somewhat
17 extended specialized, supervisory, or administrative
18 training and experience which has demonstrated
19 capacity for sound independent work, (B) thorough
20 and fundamental knowledge of a specialized and com-
21 plex subject matter, or of the profession, art, or science
22 involved, and (C) considerable latitude for the exer-
23 cise of independent judgment; or (2) to perform other
24 work of equal importance, difficulty, and responsibility,
25 and requiring comparable qualifications; or

1 “(b) (1) to perform, under general administra-
2 tive supervision and with wide latitude for the exercise
3 of independent judgment, work of marked difficulty and
4 responsibility along special technical, supervisory, or
5 administrative lines in office, business, or fiscal admin-
6 istration, requiring (A) extended specialized, super-
7 visory, or administrative training and experience which
8 has demonstrated important attainments and marked
9 capacity for sound independent action or decision, and
10 (B) intimate grasp of a specialized and complex subject
11 matter, or of the profession, art, or science involved,
12 or of administrative work of marked difficulty; (2)
13 with wide latitude for the exercise of independent judg-
14 ment, to perform responsible work of considerable
15 difficulty requiring somewhat extended professional,
16 scientific, or technical training and experience which
17 has demonstrated important attainments and marked
18 capacity for independent work; or (3) to perform other
19 work of equal importance, difficulty, and responsibility,
20 and requiring comparable qualifications.

21 “Grade CA-8 includes all classes of positions the duties
22 of which are (1) to perform, under general administrative
23 supervision, with wide latitude for the exercise of independent
24 judgment, work of a very high order of difficulty and re-
25 sponsibility along special technical, supervisory, or adminis-

1 trative lines in office, business, or fiscal administration,
2 requiring (A) extended, specialized, supervisory, or admin-
3 istrative training and experience which has demonstrated
4 leadership and attainments of a high order in specialized or
5 administrative work, and (B) intimate grasp of a specialized
6 and complex subject matter or of the profession, art, or
7 science involved; (2) under general administrative super-
8 vision, and with wide latitude for the exercise of independent
9 judgment, to perform professional, scientific, or technical
10 work of marked difficulty and responsibility requiring ex-
11 tended professional, scientific, or technical training and
12 experience which has demonstrated leadership and attain-
13 ments of a high order in professional, scientific, or technical
14 research, practice, or administration; or (3) to perform
15 other work of equal importance, difficulty, and responsibility,
16 and requiring comparable qualifications.

17 "Grade CA-9 includes all classes of positions the duties
18 of which are (1) to perform, under administrative direction,
19 with wide latitude for the exercise of independent judgment,
20 work of unusual difficulty and responsibility along special
21 technical, supervisory, or administrative lines, requiring ex-
22 tended specialized, supervisory, or administrative training
23 and experience which has demonstrated leadership and
24 marked attainments; (2) to serve as assistant head of a

1 major organization involving work of comparable level within
2 a bureau; (3) to perform, under administrative direction,
3 with wide latitude for the exercise of independent judgment,
4 work of unusual difficulty and responsibility requiring ex-
5 tended professional, scientific, or technical training and ex-
6 perience which has demonstrated leadership and marked
7 attainments in professional, scientific, or technical research,
8 practice, or administration; or (4) to perform other work of
9 equal importance, difficulty, and responsibility, and requiring
10 comparable qualifications.

11 "Grade CA-10 includes all classes of positions the
12 duties of which are (1) to perform, under general admin-
13 istrative direction, with wide latitude for the exercise of
14 independent judgment, work of exceptional difficulty and
15 responsibility along special technical, supervisory, or admin-
16 istrative lines which has demonstrated leadership and un-
17 usual attainments; (2) to serve as head of a major organi-
18 zation within a bureau involving work of comparable level;
19 (3) to plan and direct or to plan and execute major pro-
20 fessional, scientific, technical, administrative, fiscal, or other
21 specialized programs, requiring extended training and ex-
22 perience which has demonstrated leadership and unusual
23 attainments in professional, scientific, or technical research,
24 practice, or administration, or in administrative, fiscal, or
25 other specialized activities; or (4) to perform consulting

1 or other professional, scientific, technical, administrative,
2 fiscal, or other specialized work of equal importance, diffi-
3 culty, and responsibility, and requiring comparable quali-
4 fications.

5 "Grade CA-11 includes all classes of positions the duties
6 of which are (1) to perform, under general administrative
7 direction, with very wide latitude for the exercise of inde-
8 pendent judgment, work of outstanding difficulty and re-
9 sponsibility along special technical, supervisory, or admin-
10 istrative lines which has demonstrated leadership and excep-
11 tional attainments; (2) to serve as head of a major organi-
12 zation within a bureau involving work of comparable level;
13 (3) to plan and direct or to plan and execute specialized
14 programs of marked difficulty, responsibility, and national
15 significance, along professional, scientific, technical, admin-
16 istrative, fiscal, or other lines, requiring extended training
17 and experience which has demonstrated leadership and un-
18 usual attainments in professional, scientific, or technical
19 research, practice, or administration, or in administrative,
20 fiscal, or other specialized activities; or (4) to perform con-
21 sulting or other professional, scientific, technical, adminis-
22 trative, fiscal, or other specialized work of equal importance,
23 difficulty, and responsibility, and requiring comparable quali-
24 fications.

25 "Grade CA-12 includes all classes of positions the duties

1 of which are (1) to perform, under general administrative
2 direction, with unusual latitude for the exercise of independ-
3 ent judgment, work of outstanding difficulty and responsi-
4 bility along special technical, supervisory, or administrative
5 lines which has demonstrated leadership and exceptional at-
6 tainments; (2) to serve as the head of a major organization
7 involving work of comparable level; (3) to plan and direct
8 or to plan and execute professional, scientific, technical, ad-
9 ministrative, fiscal, or other specialized programs of unusual
10 difficulty, responsibility, and national significance, requiring
11 extended training and experience which has demonstrated
12 leadership and exceptional attainments in professional,
13 scientific, or technical research, practice, or administration,
14 or in administrative, fiscal, or other specialized activities; or
15 (4) to perform consulting or other professional, scientific,
16 technical, administrative, fiscal, or other specialized work of
17 equal importance, difficulty, and responsibility, and requiring
18 comparable qualifications.

19 "Grade CA-13 includes all classes of positions the duties
20 of which are (1) to serve as the head of a bureau where the
21 position, considering the kind and extent of the authorities
22 and responsibilities vested in it, and the scope, complexity,
23 and degree of difficulty of the activities carried on, is of a
24 high order among the whole group of positions of heads of
25 bureaus; (2) to plan and direct or to plan and execute

1 professional, scientific, technical, administrative, fiscal, or
2 other specialized programs of exceptional difficulty, responsi-
3 bility, and national significance, requiring extended training
4 and experience which has demonstrated exceptional leader-
5 ship and attainments in professional, scientific, or technical
6 research, practice, or administration, or in administrative,
7 fiscal, or other specialized activities; or (3) to per-
8 form consulting or other professional, scientific, technical,
9 administrative, fiscal, or other specialized work of equal
10 importance, difficulty, and responsibility, and requiring com-
11 parable qualifications.

12 "Grade CA-14 includes all classes of positions the duties
13 of which are (1) to serve as the head of a bureau where
14 the position, considering the kind and extent of the authori-
15 ties and responsibilities vested in it, and the scope, complex-
16 ity, and degree of difficulty of the activities carried on, is
17 exceptional and outstanding among the whole group of
18 positions of heads of bureaus; (2) to plan and direct or
19 to plan and execute frontier or unprecedented professional,
20 scientific, technical, administrative, fiscal, or other specified
21 programs of outstanding difficulty, responsibility, and na-
22 tional significance, requiring extended training and experi-
23 ence which has demonstrated outstanding leadership and
24 attainments in professional, scientific, or technical research,

1 practice, or administration, or in administrative, fiscal, or
 2 other specialized activities; or (3) to perform consulting
 3 or other professional, scientific, technical, administrative,
 4 fiscal, or other specialized work of equal importance, diffi-
 5 culty, and responsibility, and requiring comparable qualifi-
 6 cations.

7 "SEC. 603. (a) The rates of basic compensation with
 8 respect to officers, employees, and positions to which this
 9 Act applies shall be in accordance with the compensation
 10 schedule contained in subsection (b).

11 "(b) The compensation schedule for the Classification
 12 Act Schedule shall be as follows:

Grade	Per Annum Rates						
CA-1-----	\$3,300	\$3,400	\$3,500	\$3,600	\$3,700	\$3,800	\$3,900
CA-2-----	3,600	3,700	3,800	3,900	4,000	4,100	4,200
CA-3-----	3,900	4,000	4,100	4,200	4,300	4,400	4,500
CA-4-----	4,300	4,450	4,600	4,705	4,900	5,050	5,200
CA-5-----	5,000	5,150	5,300	5,450	5,600	5,750	5,900
CA-6-----	6,000	6,150	6,300	6,450	6,600	6,750	6,900
CA-7-----	7,200	7,450	7,700	7,950	8,200	8,450	
CA-8-----	8,500	8,750	9,000	9,250	9,500	9,750	
CA-9-----	10,000	10,250	10,500	10,750	11,000	11,250	
CA-10-----	11,500	11,750	12,000	12,250	12,500	12,750	
CA-11-----	13,000	13,250	13,500	13,750	14,000	14,250	
CA-12-----	14,500	14,750	15,000	15,250	15,500	15,750	
CA-13-----	16,000	16,250	16,500	16,750	17,000	17,250	
CA-14-----	17,500						

13 "(c) Whenever payment is made on the basis of a daily,
 14 hourly, weekly, biweekly, or monthly rate, such rate shall be
 15 computed from the appropriate annual rate specified in subsec-
 16 tion (b) by the method prescribed in section 604 (d) of the
 17 Federal Employees Pay Act of 1945, as amended.

18 "SEC. 604 (a). For the purpose of making initial adjust-

1 ments to the classification grades provided in this Act, posi-
 2 tions which are required to be compensated in accordance
 3 with this Act, and which were immediately prior to the
 4 effective date of the Reclassification Act of 1957 in the
 5 General Schedule of the Classification Act of 1949, as
 6 amended, are hereby allocated to corresponding grades of the
 7 Classification Act schedule as set forth below:

"Grade of the General Schedule of the Classification Act of 1949, as amended	Corresponding new grade of the Classification Act Schedule
1	1
2	1
3	2
4	3
5	4
6	5
7	5
8	6
9	6
10	7
11	7
12	8
13	9
14	10
15	11
16	12
17	13
18	14

8 “(b) The rates of basic compensation of officers and
 9 employees to whom this Act applies shall be initially ad-
 10 justed as follows:

11 “(1) Employees in grade 2, 3, 4, 5, 7, 9, 11, 12, 13,
 12 14, 15, 16, 17 or 18 of the General Schedule immediately
 13 prior to the effective date of the Reclassification Act of
 14 1957 at one of the scheduled or longevity rates, shall have

1 the same relative pay rate of the corresponding grade of the
2 Classification Act Schedule as provided in this section.

3 “(2) Employees in grade 1, 6, or 8 of the General
4 Schedule immediately prior to the effective date of the
5 Reclassification Act of 1957 (A) at the first, second, third,
6 or fourth rate of any such grade shall have the first rate
7 of the appropriate corresponding grade, 1, 5, or 6 of the
8 Classification Act Schedule; and (B) employees at the
9 fifth, sixth, or seventh scheduled rate or at the first, second,
10 or third longevity rate shall have the second, third, fourth,
11 fifth, sixth, or seventh rate respectively of the appropriate
12 corresponding grade 1, 5, or 6 of the Classification Act
13 Schedule.

14 “(3) Employees in grade 10 of the General Schedule
15 immediately prior to the effective date of the Reclassifica-
16 tion Act of 1957 (A) at the first, second, third, or fourth
17 rate shall have the first rate of corresponding grade 7 of
18 the Classification Act Schedule; and (B) employees at the
19 fifth, sixth, or seventh scheduled rate or at the first, second,
20 or third longevity step rate shall have the second, third,
21 fourth, or fifth rate respectively of the corresponding grade
22 7 of the Classification Act Schedule.

23 “(4) Employees receiving a rate of basic compensation,
24 authorized by law, immediately prior to the effective date of
25 the Reclassification Act of 1957, which is in excess of the

1 appropriate rate of the grade as determined under para-
2 graphs (1), (2), and (3) shall continue to receive such
3 rate, until they leave such position or are entitled to receive
4 basic compensation at a higher rate by reason of the opera-
5 tion of this Act.

6 "SEC. 605. Whenever reference is made in this or any
7 other law to a grade of the General Schedule of the Classi-
8 fication Act of 1949, as amended, such reference shall be
9 held and considered to mean the corresponding grade of the
10 Classification Act Schedule shown in section 604 (a) of this
11 Act."

12 SEC. 3. (a) The rates of basic compensation of officers
13 and employees in or under the judicial branch of the Govern-
14 ment whose rates of compensation are fixed pursuant to para-
15 graph (2) of subdivision a of section 62 of the Bankruptcy
16 Act (11 U. S. C., sec. 102 (a) (2)), section 3656 of title
17 18 of the United States Code, the second and third sentences
18 of section 603, section 604 (a) (5), or sections 672 to 675,
19 inclusive, of title 28 of the United States Code are hereby in-
20 creased by 8 per centum of so much thereof as does not ex-
21 ceed \$2,500, 14 per centum of so much thereof as exceeds
22 \$2,500 but does not exceed \$10,000, and 16 per centum of
23 so much thereof as exceeds \$10,000.

24 (b) The limitations of \$11,360 and \$15,440 with re-
25 spect to the aggregate salaries payable to secretaries and law

1 clerks of circuit and district judges, contained in the para-
2 graph under the heading "SALARIES OF SUPPORTING PER-
3 SONNEL" in the Judiciary Appropriation Act, 1957 (Public
4 Law 603, Eighty-fourth Congress), or in any subsequent
5 appropriation Act, shall be increased by the amounts neces-
6 sary to pay the additional basic compensation provided by
7 this Act.

8 (c) Section 753 (e) of title 28 of the United States
9 Code (relating to the compensation of court reporters for
10 district courts) is amended by striking out "\$6,450" and
11 inserting in lieu thereof "\$7,200".

12 SEC. 4. (a) Each of the maximum and minimum rates
13 of salary contained in the second sentence of section 3 (d)
14 and in section 7, of the Act of January 3, 1946, as amended
15 (38 U. S. C. 15b (d) and 15f (a)), is hereby increased
16 by 8 per centum of so much thereof as does not exceed
17 \$2,500, 14 per centum of so much there as exceeds \$2,500
18 but does not exceed \$10,000, and 16 per centum of so much
19 thereof as exceeds \$10,000.

20 (b) Each of the rates of salary contained in section 3
21 (e) and section 3 (f) of such Act (38 U. S. C. 15b (e)
22 and (f)) is hereby incerased by 8 per centum of so much
23 thereof as does not exceed \$2,500, 14 per centum of so
24 much thereof as exceeds \$2,500 but does not exceed

1 \$10,000, and 16 per centum of so much thereof as exceeds
2 \$10,000.

3 (c) Each of the rates of salary increased by subsections
4 (a) and (b) of this section which is not a multiple of \$100
5 shall be rounded, as so increased, to the next lower \$100
6 per annum.

7 (d) Section 8 (d) of such Act (38 U. S. C. 15g (d))
8 is amended by striking out "\$13,760" and inserting in lieu
9 thereof "\$15,600".

10 SEC. 5. Each of the rates of basic compensation pro-
11 vided by sections 412 and 415 of the Foreign Service Act
12 of 1946, as amended, is hereby increased by 8 per centum
13 of so much thereof as does not exceed \$2,500, 14 per centum
14 of so much thereof as exceeds \$2,500 but does not exceed
15 \$10,000, and 16 per centum of so much thereof as exceeds
16 \$10,000. Each such rate as so increased which is not a
17 multiple of \$100 shall be rounded to the next lower \$100
18 per annum.

19 SEC. 6. Notwithstanding any other provision of this
20 Act, (1) no rate of compensation or salary which is \$17,500
21 or more per annum shall be increased by reason of this
22 Act and (2) no rate of compensation or salary shall be in-
23 creased by reason of this Act to an amount in excess of
24 \$17,500.

25 SEC. 7. This Act shall become effective at the beginning

20

- 1 of the first pay period which begins more than sixty days
- 2 after the enactment of this Act.

85TH CONGRESS
1ST SESSION

S. 734

A BILL

To revise the basic compensation schedules of
the Classification Act of 1949, as amended,
and for other purposes.

By Mr. JOHNSTON of South Carolina and Mr.
NEUBERGER

JANUARY 22 (legislative day, JANUARY 3), 1957
Read twice and referred to the Committee on Post
Office and Civil Service

RECEIVED
FEB 13 2 26 PM '57

30 JAN 1958